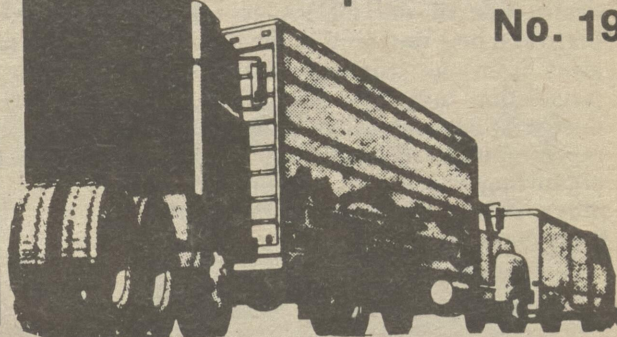


CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

LOCAL 288 DETROIT
15

September 1981
No. 19



Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

Members Resist Relief Deals Employers Move To Bust Contract

On September 14, the National Freight Negotiating Committee will convene in Chicago to consider whether or not to reopen the National Master Freight Agreement for concessions to the employers.

What's Behind It?

The idea of re-opening the contract now—six months before it expires and with no wage increase due until it expires—is ridiculous and unlikely to come about.

In fact, it appears that something else is behind this move. It's called "softening up the members". For the past two years the employers have been softening us up before trying a knock-out punch. This re-opening move appears to be part of that plan.

If it were only the employers it would be business as usual. The problem is that Roy Williams, the man who presented himself as "Mr. Tough" at the IBT Convention, is going along with the plan.

Williams announced on September 1 at the Western Conference Biannual Convention that he was considering a "two-tier" freight agreement, busting the NMFA in two. He also said that he was considering re-opening the contract.

"Relief" Snowballs

This move to re-open the contract comes on the heels of many companies going to their individual employees and asking for paycuts of up to 21%. At other companies, management has spit right in the union's face and refused to pay the April wage increase and COLA at all!

Now these individual agreements, the defiance of the union wage scale, and the general attack on unionism in trucking have snowballed to the point where all employers want a piece of the pie.

Locals Take Action

It's no secret that many Teamsters are discouraged about the carriers' anti-union moves, and the union's inaction. But now many members are beginning to turn around and starting to defend their jobs and contract.

In Philadelphia, Local 107 has filed NLRB charges against several companies including Jones Motor, Mack Transportation, Cooper-Jarrett, and Eazor for going around the union and trying to reach agreements with individual employees. Other locals have done this as well.

In Los Angeles most members have rejected the IML relief proposals outright, tearing up the individual relief agreements.

In Chicago, over 100 employees of Jones Motor refused to go along with this relief deal.

In Indianapolis and Detroit local unions have put companies such as Courier Newsom and Central Transport on strike for refusing to pay the raise or having individual 'waivers' to not pay the union scale.

In Buffalo, N.Y. and Sacramento, Cal. local grievance panels have reportedly deadlocked grievances against individual-employee relief agreements at companies such as System 99, Eazor, Cooper-Jarrett, and Jones Motor. The grievances state that these deals are a violation of Article 6, Section 2 which forbids an employer to go around the union to negotiate with his employees.

Time to Get Organized

As the Teamsters at Jones Motor (See separate story on this page) have shown, by sticking together we can put enough pressure on our union to make a difference.

In this issue of *Convoy-Dispatch* we include a special "Master Freight Bulletin". It tells you what you can do—filing grievances, NLRB charges, action in your local union—to turn this situation around. If you are interested in doing something, then contact TDU and we'll send you copies of the "Bulletin" and help you get organized.

To spur organization, to launch the fight to Save the Master Freight Agreement in '82, an Emergency Master Freight Meeting has been called for October 31-November 1 at the TDU Convention in Detroit. If you care about the future of your job, about the future of our union, you should come to the Convention and take your stand.

He'll Be There...



HERMANN MYERS, SR., Local 557, Baltimore, Md., IML

"There was a time in the not too distant past when the practices now being permitted would not have dared to have been talked about in the presence of Union Officers. Companies in the Baltimore area have asked for as much as 21%, coming to the employees individually in violation of the NMFA. The only hope we have is to come together and decide on a course of action which we can then publicize to those real American Teamsters who need reorganizing and representation so very much. That's why I'm coming to the Rank and File Convention, October 31-November 1 in Detroit."

Jones Teamsters Fight Relief

As more and more companies come to their employees and ask them to sign individual agreements, calling for 15% or even 21% paycuts, the actions of the rank and file Teamsters at Jones Motor in Lebanon, Pa. stand as an example for the entire Teamsters union. They have made it crystal clear: if we stick together, we can make our officials take a stand and stop the individual-employee side-deals.

In April, the company came to the members and told them that they needed relief. They threatened to close the general commodities division unless there was "100% participation" in a relief scheme that called for a 15% paycut. If the company's operating ratio ever reached 95 the paycuts would end, according to the individual-employee agreement that the members were asked to sign.

At first only a few employees signed. By the end of May about half had signed. Then the company put on the pressure—warning letters (supposedly unrelated to the relief deal), lists of non-signers posted at the dispatch window, meetings in the office.

On June 15 the plan went into effect. But the word was out that over 100 Teamsters at the Chicago terminal had refused to sign. The men had been promised repeatedly that the plan would not be implemented unless there was "100% participation". Everyone in the system was supposed to be affected equally. The men felt that they had been lied to, for now they would have a paycut but many other Jones employees would not. Grievan-

ces were filed.

Not only wasn't it true that everyone was getting a 15% paycut, but by late July it was confirmed that management had received a 10-14% pay increase at the same time that the Teamsters were getting a 15% pay cut. More grievances were filed. Nearly 150. People wanted to get out of the relief plan.

Ranks Force Union Action

At first the local union, Local 429, would do nothing. Like so many locals—lacking any leadership from the International—they said they couldn't do anything about it. It was an 'individual' matter. If the union took any action, the company would close the doors, etc.

The rank and file persisted. They didn't give up. They bombarded the Eastern Conference with phone calls demanding action. Finally, in late August, the local union and the Eastern Conference issued a form letter. They told the members that anyone who wanted to get out of the relief plan should just send this form letter to the employer, Jones Motor.

Close to 150 have responded, and on September 9 they will find out whether or not the company will defy the contract and the union. That is payday.

If Jones continues its paycuts, despite letters from their employees saying that they want to get out of the relief scheme, then the local union and the Eastern Conference have promised to back them up with action. The members at Jones in Lebanon will be watching.

We Need Job Security

Boston

Pennsylvania

Dear TDU,

TDU should emphasize how the destruction of the NMFA is taking place and how the trend in the union is away from the trucking-warehousing jurisdiction into light production industries. The union has given up on representing truck drivers. Maybe organizing and selling out workers in other industries has become much more lucrative.

Sincerely,

Dave Robbins
Local 25
Somerville, MA

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

George Feld, Local 200
Eileen Janadia (Local 337)
Gary Kuhn, Local 20

Mike Friedman, Local 407

Keith Gallagher, Local 229

Dan Hall, Local 375

Ed Howell, Local 391

Diana Kilmury, Local 213

Charis Moore, Local 315

Mel Packer, Local 800

Alternate:

Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Dear TDU,

I believe that Union seniority should prevail if a company goes out of business and you go to work for another union company instead of starting all over again.

Samuel W. Scattone
Local 776
Mechanicsville, PA

Louisville

Dear TDU,

TDU should call attention to the fact that our union should take care of the membership first with available work. Many Dealer Transport workers needed work and yet a construction job was open with Local 89 and I have proof that they hired workers without cards to fill those jobs. Also, they should reduce the dues for unemployed workers.

Herman Sharp
Local 89
Lanesville, IN

LETTERS

The PATCO Strike Pro . . .

Resolution passed in Local 490, general local for Solano County, California. Initiated by TDU member Jim Jordan, carhauler for Insured Transport.

In view of the administration's union busting stance, regarding the current PATCO strike, we offer the following resolution:

"We, the member of Teamsters Local 490, are appalled and angered by the Reagan administration's mass firings of the PATCO strikers, despite the fact that it is illegal for government workers to strike. The strike weapon should be a basic right of all workers and without it we are little more than slaves subject to the whims of arrogant and often narrow-minded management, many of whom are not even qualified for their position. We also feel that the safety of many of our brothers and sisters in the airline industry is threatened by the government's amateurish handling of the strike and think that it is time for the Teamster leadership to alleviate this danger by whatever action is necessary and let the administration know that we, the Teamsters, can no longer support administration that is obviously catering to big business and actively involved in union busting and has little or no concern for public safety."

. . . and Con

Dear TDU,

I am writing about your article concerning the Air Controllers Strike. No my friends, I can not agree with your supportive article.

It is true, we also work often under tremendous stress and being accused at the same time of making too much money. But it doesn't say anywhere in our contract, that we wouldn't have the right to strike. These people took an oath, not to strike against the government. If I don't like this arrangement, I don't take the job. As a man, I stick to my oath! This has nothing to do with Union-Busting. You

should not disobey the law, just because it is not to your personal advantage. Many of my fellow drivers at Kroger feel the same way I do.

I supported President Reagan and I am sure he handled this matter correctly.

In general, I think the TDU is doing a tremendous job and you have my support in fighting corruption in our Union.

Sincerely yours,

Hermann Deing
Local 100
Cincinnati, OH

Motto of the Month

"Just because people want to work doesn't mean they should have to be abused by those who don't want to work and want to manage."

Al Culig
#800 Steelhauler

Got a good quote or motto to share with fellow Teamsters? We will print it in this space if you send it in to us.

Business Unionism Hurts Organizing

Dear Convoy,

We have just finished a union organizing campaign in Eastern Massachusetts with the Oil, Chemical and Atomic Workers Union AFL-CIO. The company where we work, put a very tough and very slick (with a big consulting firm) anti-union campaign. After signing up more than 80% of the shop on cards, we barely won the election. One of the company's most effective anti-union themes was the high salaries and business mentality of union officials.

The company argued that our future union dues would only line the pockets of so called union "bosses". In particular, the excessively high salaries of Teamster officials lent credibility to the company's arguments. Their salaries made effective propaganda in the hands of the company!

Now, more than ever, organizing is the labor movements only future. All of us must wake up and realize that the image of business unionism and outrageous salaries hurts organizing. "It's time to put the movement back in the labor movement." Your struggle is a valuable contribution toward achieving that goal. We heartily endorse the TDU's program for Teamster reform! We're sure that it will benefit all workers, organized and un-organized.

In solidarity,

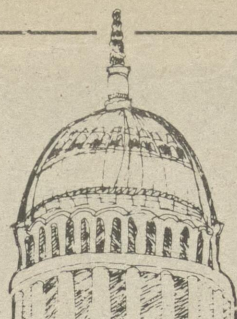
Tim Griffin &
Rand Wilson

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NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

Central States Health and Welfare Fund

Health Fund Threatens Benefit Cutoff

Are you covered in the event you or a member of your family needs medical services? Before you answer "yes" you should be aware of new actions taken if you are covered by the Central States, Southeast and Southwest Areas Fund.

In a letter dated July 1981 the Trustees of the Fund announced that effective September 1, 1981, employees of companies that are 'delinquent' in making contributions 'would receive coverage only through the date that the employer has paid his contractual obligations'.

TDU efforts to determine exactly what this means have yielded some facts, and TDU intends to pursue the matter in defense of the thousands of Teamsters who could be hurt by this action.

We have learned that—

*The Fund intends to cut off members' benefits without even notifying the individual members affected. Rather, the local union will be notified only.

*The Fund does intend to take legal action against delinquent companies, but members' benefits will be cut off long before such action even begins, let alone yields results.

If a company is a month late in its payments, it will receive a second notice, and within a short time thereafter members benefits will stop being

paid. Claims will be paid at a later date if the company makes up the missed payments or becomes a party to a pay plan. There are also special rules for companies that go bankrupt.

So the problem comes in for a member at a company which falls behind in payments, and stays behind for a period of time, while Teamster members may be sued by hospitals or even have their families denied care.

TDU feels this policy is totally unfair. The Fund (and the union) have a duty to collect the payments from employers and should not be allowed to pass the buck to the individual member. The individual member, in fact, cannot even legally sue his employer for benefit payments owed, without first going through an elaborate procedure of exhausting union remedies and then suing both the company and the union.

Therefore, TDU intends to take whatever legal steps are necessary to force the Trustees of the Fund to honor their fiduciary duty.

The medical care of the families of the nearly 200,000 participants in the Fund is on the line. Some other welfare funds, notably the Western Conference already have this policy. But it is particularly disturbing now in an economic period when more companies may be or become delinquent—hurting more Teamster family members.

Hours Rule-making Ends

The Reagan administration has terminated the Dept. of Transportation's (DOT) rulemaking proceeding to reform the hours-of-service regulations for interstate truck drivers.

The action was reported in an "emergency" notice, rushed into publication on the same day the U.S. District Court for the District of Columbia was supposed to have heard final arguments in a suit brought by the Professional Drivers Council of TDU against the D.O.T. for foot-dragging in this decade-long rulemaking proceeding.

Although the Dept. of Transportation's Bureau of Motor Carrier Safety (BMCS) has repeatedly acknowledged that the existing rules are inadequate and in need of revision, the Administration's Notice cites an estimated \$10 billion cost which would allegedly be imposed on the economy by the proposed revisions. The Administration's price tag on the value of the drivers' lives that would be saved by amending the rules was only \$450 million.

TDU/PROD attorney Arthur Fox claimed that the Administration's actions should have little effect on the PROD lawsuit concerning the hours-of-service regulations. "Our suit is intended to force the D.O.T. to

proceed only with limited rule making to make on-duty time run consecutively, and to guarantee drivers an 8-hour off-duty period during a predictable time each day when sleep can be obtained and drivers know they will not be disturbed," Fox said.

New Materials from DC Office

The TDU Washington Office has just issued a 10 page kit on "Your Right to Examine All Contracts Signed by Your Local Union and How to Enforce It". In addition, as we reported in the last issue of *Convoy Dispatch*, the Supreme Court has recently ruled that if you intend to sue to reverse a grievance panel decision you may have to file your suit within 90 days — or less, depending on the state you live in. To remedy this problem, attorney Arthur Fox has prepared a "Workers Guide to Filing Section 301 Lawsuits."

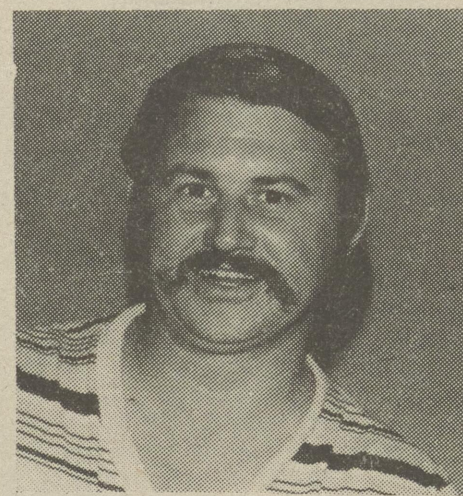
For copies of the "Contract Kit" please send \$2.00 to TDU, Box 10128, Detroit, MI 48210. For copies of the "Lawsuit Kit" send \$1.00 and a self-addressed stamped (35 cents) manila envelope to Suite 612, 2000 P St. NW, Washington DC 20036.

He's Coming From Iowa...

TOM MCNAMARA, Local 371, Quad Cities, Iowa-Illinois, Standard Forwarding

"Our union is filled with corruption and mismanagement. I find that I have to take an active role in changing our union to work for the membership, I'll be at the Rank & File Convention to learn all I can about how I can help make this really our union..."

[Tom McNamara is one of the rank and filers who have alerted TDU/PROD on the new ruling by the Central States Health & Welfare Fund and is helping with our legal action.]



Drivers Logs Extended

The Office of Management and Budget (OMB) backed down in the face of threatened litigation by TDU/PROD and extended the drivers logs through the end of 1981. The OMB had originally terminated authorization for the drivers logs, in use since the 1930's, effective August 31.

In a letter to the OMB, TDU/PROD attorney Arthur Fox challenged the OMB's authority to undermine the hours-of-service rules by repealing the log as an allegedly "unnecessary paperwork burden." Legal action was threatened if the OMB went through

with its plans to terminate the logs.

Although the OMB thereafter extended authorization for the use of the logs through December 31, 1981, it renewed its warning to the BMCS to find an alternative means for enforcing the hours of service rules before that deadline.

TDU/PROD is preparing for hearing on any termination of the logs or any alternatives. The issue is sure to receive much attention at the upcoming workshop on Driver Safety at the Rank and File Convention in Detroit, Oct. 31-Nov. 1.

BMCS to Relax Safety Standards on Roadside Checks?

The BMCS has proposed guidelines which, if approved, would relax the standards used by its agents during roadside safety spot checks of heavy duty trucks.

The BMCS can inspect interstate vehicles at any time. The primary purpose of the inspections is to reduce accidents by putting unsafe vehicles "out of service". Under existing guidelines the unsafe vehicle cannot be moved until repaired. The proposed guidelines establish a new classification which allows the driver for certain defects to proceed to the nearest repair facility. Examples include: broken, frayed or unsupported brake system components, cracked wheels and rims and unsafe loads. Many times the next repair facility is at a great distance.

Under existing guidelines, vehicles are pre-screened to detect the highest number that are "imminently hazardous". Brand new vehicles are not checked. Vehicles which pass a quick visual inspection are not stopped. This process has been highly criticized by industry because they feel it tends to inflate the statistics of "out of service" vehicles and gives the impression that

there is a high percentage of unsafe trucks on the road. BMCS now proposes that vehicles be examined on a "first come, first served" basis. Frank Greco of the Professional Drivers Council is highly critical of the proposal. He contends that the purpose of the inspections should not be "to gather statistics, but to remove as many unsafe and potentially lethal vehicles from the highways as possible." He feels that the change is due to industry pressure and is not in the best interests of truck drivers.

TDU/PROD, in a letter to BMCS, has expressed severe reservations about these and other proposed changes. The letter suggests a mechanism for insuring real truck safety, that is, to provide drivers with adequate job protection for "whistle-blowing" on carriers who force them to drive unsafe vehicles.

It is obvious that the industry has no record of effective self-regulation. The Teamsters Union has shown no real concern for truck safety. The BMCS has been entrusted with the duty to safeguard the public; the move to relax safety guidelines is a big step in the wrong direction.

Cincinnati Roadway Dumps Flex Again

Dock and city men at Roadway's breakbulk in Cincinnati stood strong for their working conditions once again on August 20 when they voted down a modified flexible work week proposal by a lopsided 118-30 margin.

Roadway management had tried to frighten the men into voting yes with two threats: first, that they would come back with an even worse proposal if the men voted no on the 20th; and second, that the terminal's 500 road drivers would be allowed to participate in any future votes.

The company had already frightened some of the Cincy road drivers into supporting the flex by threatening to move the freight out of the city if the flex was not accepted. The company also got a big boost from the Ohio Conference of Teamsters and Jackie Presser when the Joint State Committee ruled last month that road drivers could participate in flex votes, despite explicit language in the Ohio Guidelines which excludes road drivers from flex votes.

Despite the grievance ruling, the dock and city men in Cincy are convinced that permitting road drivers to vote on a change in conditions for dock and city men is a clear violation of

their rights, and they are already collecting money for a lawsuit if the road drivers are allowed to vote.

When the August 20 vote was first announced, opponents of the flex were pessimistic that the fears of the men could be allayed. Nonetheless, they drew up a flyer outlining their arguments against the flex and distributed it. The flyer apparently turned the tide. One activist said the most important consideration in the "no" vote was the desire of the men to have the weekends off to spend with their families.

The news from McLean's terminal in Cincinnati wasn't as good. In what was apparently the first instance of road drivers being allowed to vote on a flex change, both dock workers (by a narrow margin) and road men (overwhelmingly) voted to accept a modified flex in late August. The votes were held on different days and the ballots were counted separately.

In its proposal, the company guaranteed 60% of the city board Monday-Friday bids, with the remainder on Thursday-Monday. The company is recalling all the laid off men, and has also promised to hire 30-40 more employees.

Split Start Time Sellout

Companies in the Western Conference have a new way of eroding the NMFA: bids for city/dock workers that have different starting times on different days of the week.

Yellow Freight's terminal manager at the Orange terminal started talking about it in early August. While he was talking, Leeway went ahead and started it on the graveyard shift. The Teamsters on that shift now have bids with 12 midnight starts on some days and 4:00 AM starts on the other days.

The companies are saying that this scheme is contractually legal. Their argument is based on 3 decisions from the Joint Western Area Committee

(JWAC) in the last 10 months. The decisions are: Roadway in Denver (May 7, 1981), Roadway in Phoenix (November 3, 1981), and IML in Portland (May 5, 1981). All of these cases were deadlocked at the local level before being lost at the JWAC.

Teamsters at the Leeway Terminal in Orange have grieved the new bidding scheme but the outlook is not optimistic. Some BAs from the LA area are saying that the grievances are as good as lost because of the precedent set at the previous decisions. It's another example of how the grievance panel can rewrite the contract.

By So. Cal. TDU

"Sweetheart Of The Year" Award

By Ken Paff, TDU Organizer

If the trucking employers gave an award for the 'Most Outstanding Sweetheart Deal of the Year,' Jackie Presser would be the odds-on favorite to bag it.

Top management execs and stockholders would be there. Roadway, CF, Yellow, Spector, PIE, and others. They would be all smiles as they presented Presser with the big trophy, with a large heart atop it, for 'services rendered'.

What would the award be for? Payoffs for PR firms? For being a millionaire without ever having to work? Nope. For something much closer to home for working Teamsters.

The award would be for selling out the 'flexible work week' in the Central Conference of Teamsters in the year of 1981.

What's Behind the Award

The big carriers have been pushing hard for the flex in the Central Conference for the past couple of years. Previously, the weekend work at terminals has been voluntary and paid at premium rates.

The carriers have gotten their way in

the majority of cases, with threats of re-routing the freight. But where the members have joined TDU and organized they've kept their hard-won conditions. For example, Roadway's breakbulks at places like Cincy, Indy, Columbus, and Akron have kept the 'flex' out.

It has now become clear that Jackie Presser cannot stand to have the members stick together for union conditions. He hates it as much as the hardest-nosed employer. Members voting by 80% to reject the flex (like Cincy Roadway did last month) rubs him the wrong way.

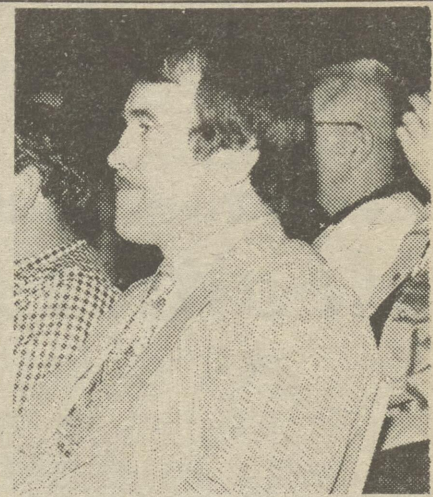
So the Ohio Conference, headed by Presser, is moving to try to eliminate votes on the flex in one way or another. Presser's attorney reports that the guidelines have been changed—or will be changed. Like any good dictator, his philosophy is—if you can't get it your way (the employer's way) on a vote then abolish the right to vote!

It is not 100% clear what method the Ohio Conference will settle on. One being used right now is to schedule votes that include road drivers as well as dock workers. This is being done despite the fact that the flex only

He's Coming From Tennessee...

"Due to the declining working conditions at Roadway Express, Inc., I will be at the Rank and File Convention on Oct. 31-Nov. 1, 1981."

LEAVERN PATE, Local 667, Memphis, Tenn., Roadway Express



"No Forced Sunday Work!"

By Tom Phillips, Columbus CF

We TDU members here in Columbus think that you should know that many employees and Teamsters are starting to band together and fight for their rights. I also want to bring to your attention that some of us Teamsters are Christians. I don't know what the percentage would be, but at least I'm sure enough to mention it.

We as Christians have gone to Church Worship on Sundays for years. We don't want or plan on giving this up.

Church attendance is one of the most important things for a Christian. Yet in letters from one of the high ranking officers of Consolidated Freightways to its employees we were told that this could all be taken care of in the home alone. Because he wanted us to work on Sundays. Yes, vote for our Flexible Work Week.

This is one of the most important reasons to never vote or allow forced Sunday work. Along with many other good legitimate reasons. Of high importance is being with our families, especially our school aged children

who are only out of school on Saturday and Sunday. Please don't overlook these important facts to Convoy-Dispatch readers.

There is another issue which concerns me. I still believe that Teamster employees are missing out because we alone as union members receive no pay scale difference for our shifts like auto workers and other factory workers. Just think of what a break we are giving the employers by letting them pay the same hourly wage for 3rd shift as first shift.

This important fact should be brought out to the Union and our Employers over and over. But we keep as quiet as we can be about things like production standards and take away 30-minute lunch breaks. How meek can we be?

Let's bring this to their attention over and over. Let's shake them up for a change.

Finally, we must get out a nationwide petition to our union that we will not stand for forced Sunday Work. No three day starts—two are really unfair and too many. But three is absolutely out!

Local 247 Election Challenge

On September 13 nominations will be held in Detroit Local 247, a 5,000 member local covering construction and industrial shops. For the first time in years, there will be a choice as TDU has begun to grow in the local.

Among the candidates will be Gary Wade and John Vamplew, who were leaders of the rank and file negotiating team which obtained a record breaking contract in the 1979 transit mix negotiations against the wishes of officers who recommended substandard offers. Bob Hyson, longtime activist in the bulk hauling industry is on the slate for vice president. Dave Seitz, steward at Clausen Concrete will also be running.

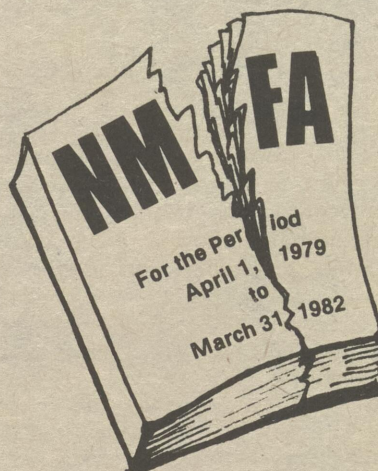
These and the other members involved are the same people currently suing in Federal Court to win the right just to have union meetings. Months of requests were ignored by the current officers. Other programs mentioned by the rank and file slate include the initiation of a hiring hall for laid off members and better representation and education for all of the crafts and shops in the local.

CONTRACT BULLETIN

WE MUST ACT NOW TO SAVE THE NMFA

- In the East, Jones Motor has cut Teamster wages by 15%.
- In the West, System 99 has cut Teamster wages by 15%.
- In the Midwest MFX has cut Teamster wages by 21%.
- In the U.S. and Canada, Maislin-Gateway has cut Teamster wages by 15%.
- And from Coast to Coast, IML has cut Teamster wages 15%.

THE MASTER FREIGHT AGREEMENT
IS FALLING APART



IT'S TIME TO
WAKE UP...

...OR WE
WON'T HAVE
A CONTRACT
NEXT APRIL!

WHAT WE CAN DO...

"Relief" Deals Are Paycuts

Across the country, employers are asking their Teamster employees to sign "individual" agreements with the company. **Individual** 'contracts'.

These 'agreements' provide for a deduction from the employee's paycheck of up to 21%. If there isn't "100% participation" the company threatens to close the doors.

And the sad fact is, that without any leadership from our union, many Teamsters are seeing no other way to save their jobs and are signing these relief deals.

The Union Says: "No Contract Violation"

The International Union has said that it does not "sanction" these plans. They tell us that they are giving "no monetary relief" to the carriers.

But the fact is that they are **doing nothing to stop these paycuts** either.

International officials have repeatedly said 'we can't tell individuals what they can or can not do with their own money, this isn't a contractual matter.'

This is a sick joke.

Everyone knows that members are signing these agreements for one reason and one reason only: fear. The companies have said: 'It's your money or your job.' Period.

What's more, at companies such as IML employees are not now paying taxes on the union wage scale but only on the lower amount—or so the company would have them believe.

1. GRIEVE IT

The NMFA reads:

"The Employer agrees not to enter into any agreement or contract with his employees, **individually or collectively**, which in any way conflicts with the terms and provisions of this agreement. Any such agreement shall be **null and void**." (Article 6, Section 2)

These individual side deals are a violation of the contract.

If you work at a company where such a "relief" plan is in effect, we urge you to file a grievance immediately. Already, hundreds of Teamsters, from the Jones terminal in Lebanon Pa. to the System 99 terminals near Sacramento, Ca. have filed such grievances.

2. FILE NLRB CHARGES

Section 8(a)5 of the National Labor Relations Act states that your employer has a "duty to bargain" with the union concerning your wages and working conditions.

This means that if your employer is asking individuals to sign "relief" agreements and is going around your local union to do it—he is violating the law.

If your employer violates this law, you should file NLRB charges against him. Philadelphia Local 107 and other locals have already filed charges against those companies that are going around the union and trying to force 'individual' contracts on their employees.

3. MAKE YOUR LOCAL UNION TAKE ACTION.

If your employer "pleads poverty" your local union can:

- **Audit the Books.** It is against the law to refuse to open the books to the union once the employer pleads poverty.
- **Negotiate for the Members.** It is against the law for the company to refuse to negotiate with the union on these relief deals.
- **Bring an Agreement to the Members for a Vote.** Article XVI, Section 4 (a) of the IBT Constitution provides that if any riders to the contract are negotiated during the term of contract there must be a ratification vote by majority rule and secret ballot.
- **Organize with Other Locals** who represent employees of your company at other terminals. This will stop companies from threatening to re-route the freight.
- **Help Members Get Out of These Agreements.** Local 429 in Reading, Pa. has issued form letters for members who want to get out of a relief agreement they signed. You should demand that your local issue similar form letters.

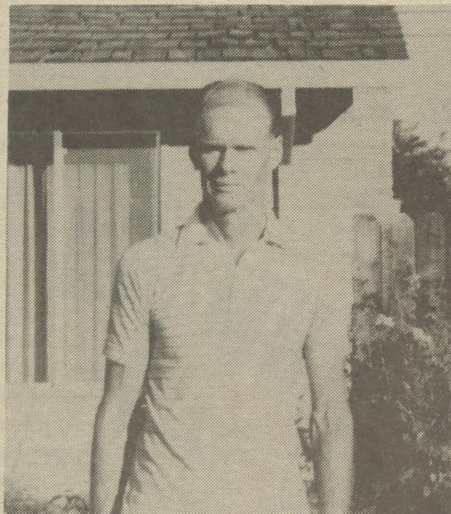
Come to the Emergency Meeting to Save the NMFA
October 31st-November 1st in Detroit

"We're Coming to the Rank and File Convention"

FROM CALIFORNIA...

AL LAW, Recording Secretary of Local 137, Redding Ca., Delta Lines

"The National Master Freight Contract is falling apart. Over 100,000 Teamsters have lost their jobs in the past year. The union is in real danger of losing its grip on the nation's truck lines. The officials who run our lethargic union seem powerless to stop it. They are full of excuses and seem to think the downfall of the trucking industry is preordained by the gods. I don't think so. I think the downfall of the trucking industry is caused by the lack of interest by the 'good old boy' network that controls our union. This is because our leaders will never have to drive a truck again. They are branching out into organizing other jurisdictions to provide dues to pay their salaries. I'm coming to the TDU Convention because it seems that



TDUers are the only ones with the spirit, energy, and innovative thinking necessary to tackle the serious problems in freight."

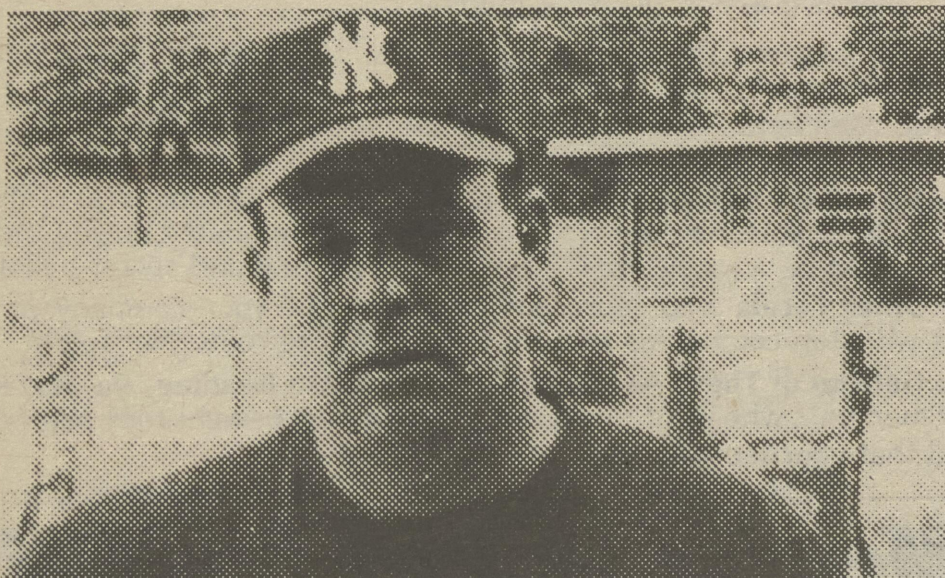
FROM INDIANA...



GENE SMITH, Local 135, Indianapolis, Overland Western

"I want to go to the Rank and File Convention for several reasons. #1 I want to learn what my rights as a dues-paying Teamster are. #2 I also want to learn more ways that I can help my fellow union brothers in these troubled times. But my third, and main, reason is I believe in what TDU stands for and want to learn more about it."

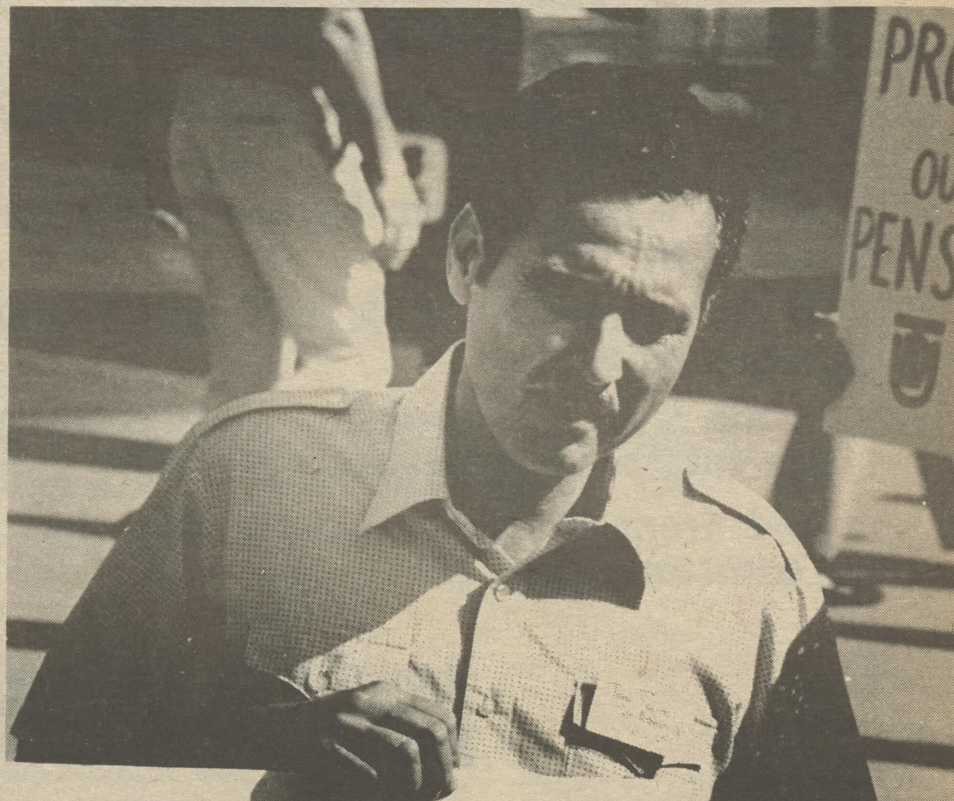
FROM CAROLINA...



JAMES LANGLEY, Local 391, Pilot

"I want to encourage all my fellow Teamsters in Carolina to come up to the Rank and File Convention."

FROM TEXAS...



TOM SALINAS, Local 657, San Antonio, Texas, Roadway Express

"I plan to be at the TDU Convention in Detroit where I believe the true problem within our union will be discussed and a sincere effort will be made to direct a fight against our bad—and getting worse—working conditions. The only way we can do this is with an informed and active membership."

FROM MICHIGAN...



"MONTY" MONTEIRO, Local 337, Detroit, Michigan, Borman Foods

"I'm going to the TDU Convention where it will all be happening, right here in Detroit. Where everyone and anyone can be heard. While passing out the Convoy Dispatch many of you have asked me how can you become involved in TDU. Well now you have a great opportunity to see first hand for yourself what we're all about and what we want for all our sisters and brothers in the Teamsters Union. See you there!"

FROM W. VIRGINIA...



DEWEY WHERRY, Local 175, Parkersburg, W. VA., Penn Truck Aids [contract carrier for Dupont]

"I'm interested in coming to the Rank & File Convention because I want to further my knowledge of how to fight against a recent sellout which we had here. DuPont asked Penn Truck Aides for relief, and was granted one man off-the-clock during loading and unloading for team drivers and a reduction in rates for everyone, undercutting the NMFA. We weren't satisfied with the way the Eastern Conference conducted the vote and have challenged it. We're not giving up."

Rank & File Convention!"

FROM OHIO...



GARY LAZAROWSKI, Local 407, Cleveland, Oh., Transcon

"I don't have to clue you in about the present state of affairs in our union. But throughout history the union people who have succeeded have been the ones who have struggled to find a way to deal with the issues together as a union. I'm going to the Rank and File Convention to protect my children, family, and people I love."

FROM PENNSYLVANIA...



DICK DIESINGER, Local 384, Norristown, Pa. De-Pen Line, Inc.

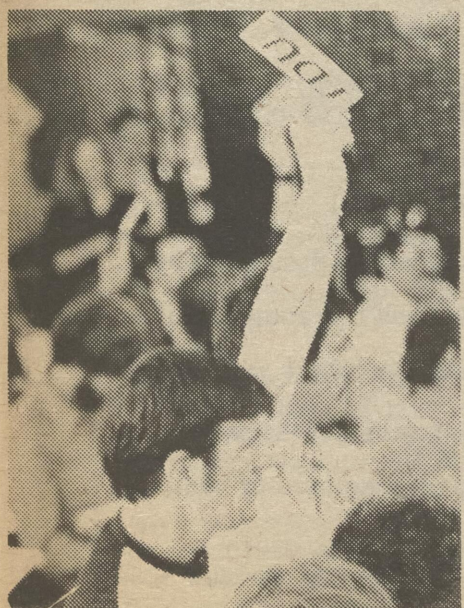
"I'll be there because I believe in the IBT, TDU, myself and the rank and file. It's up to the rank and file to make the difference in the 80's."



GINO SALVATI, Local 384, Norristown, Pa., Matlack

"I'm coming to the Rank and File Convention to make the Teamster Labor movement strong once more and to promote cooperation with other labor unions in, as Mr. Kirkland calls it, the 'House of Labor'."

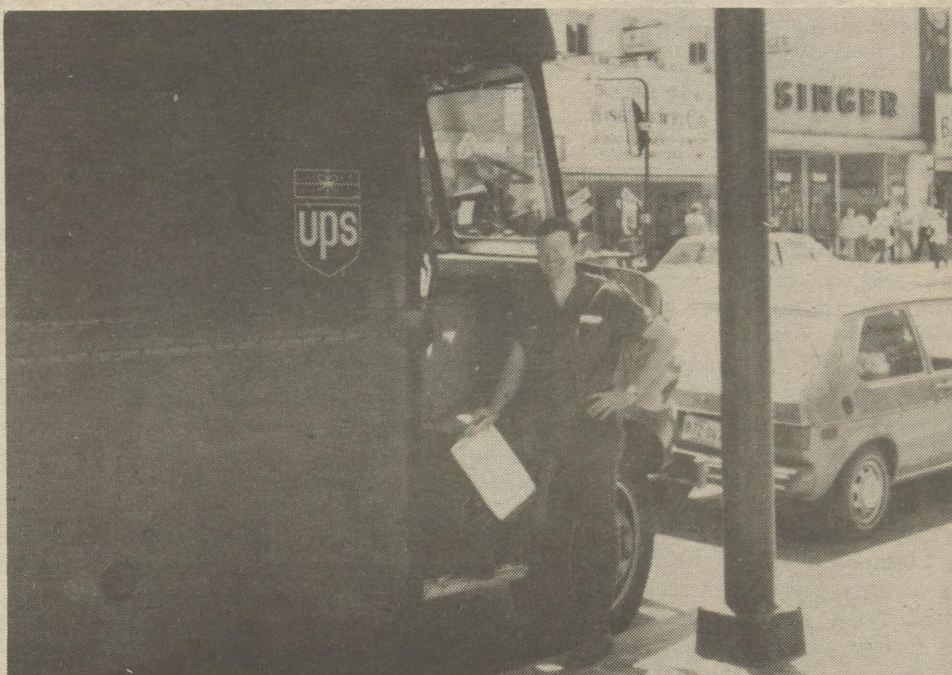
FROM B.C., CANADA...



GEORGE FENNELL, Local 213, British Columbia, Canada, A&B Rail

"My reasons for attending the Rank and File Convention are that this is where we learn what our rights are and how to constructively criticize bad leadership and poor representation. Many of our brothers and sisters are getting a bad shake because they are not educated and don't know how to criticize bad leadership. I was at the Convention in 1979, and it really opened up my eyes to the different ways we could improve our union and learn how to force our officials to represent us. Since that time I've been an elected delegate to the IBT Convention in Las Vegas—and the difference is like day and night."

FROM MAINE...



JOHN BROWN, Local 340, Portland Maine, UPS

"I will be there to help represent my chapter, to increase my knowledge of TDU and to hear some honest, first hand reports of what happened at the IBT Convention. I also want to discuss with my brothers and sisters just how 'flexible' we must be with UPS. Roy Williams says that in order to stabilize our jobs we are going to have to 'bend' a little. Who is at the end of the flexible shaft, Roy or us?"

WIVES WILL BE THERE TOO...



LEE WING, wife of a member of Local 406, Grand Rapids, Michigan

"I am coming to the TDU Convention because what affects my husband affects me and our home life. Wives should especially consider coming and attending some of the informative classes and find out what you can do to help your guy. Added bonus is meeting many nice people."

CHARLOTTE COWLES, wife of a member of Local 705, Chicago, Ill.



"I'm coming to the Rank and File Convention because I believe that it is important for wives to take an active part in the TDU movement. My husband is a road driver, and he has limited time at home, so I've gotten involved in our chapter to help out when he can't make that phone call or arrange that extra meeting. Last year, we learned about how the pension plans work—and how that could affect you as the wife of a Teamster if you should live longer than your husband. We all left with a much clearer understanding of why it is important for wives to be involved with the rank and file movement."

Grocers Aim at Concessions

The word is out in the grocery industry: a new offensive for contract concessions is underway. Requests to forego wage increases, COLA payments, and changes in work scheduling are on the rise, and recent bargaining indicates a drive to reduce labor costs by reducing your paycheck.

Some indications of this trend are:

- The leading St. Louis grocery house, Schnuck, and a major national wholesaler, Wetterau, have been given significant contract concessions by Local 688 not long after concessions were given in freight by St. Louis Local 600 this spring. (See separate article in this issue.)
- The Food Employers' Labor Relations Association, representing Safeway, Grand Union, Giant Food, Lucky's Memco in the Baltimore-Washington area, has requested that the United Food and Commercial Workers forego a scheduled wage increase due to "economic conditions and growing competition from non-union operators."
- Several large grocery companies in Detroit requested (but were denied) concessions from Local 337 this spring because they claimed increased competition from Allied Supermarkets. Allied was already paying lower wages as a result of prior concessions made in the face of Allied's bankruptcy proceedings.
- Pro-company grocery writers are singing the praises of concessions as one of the most important trends in industry. The editor of *Supermarket News*, the major industry publication, cited the call for concessions as one of the two major developments in the industry. (The other is the merger trend.) The increase in

requests for concessions, in his view, "promises to usher in a new era in industry labor relations."

And the Profits Go Up, Up, Up

If these requests were coming as the industry as a whole was taking a nosedive, it might be more understandable. But research has shown the major grocery houses to be increasingly profitable. A survey of 44 major retailers found a 30% increase in the profit to sales ratio for 1980 over 1979. Wholesalers were even bigger winners, with an average jump in profits of 21.8% for 11 major wholesalers surveyed. Giants like Super Valu and Fleming posted above average gains. Concentration in the grocery industry also continued, with the "Big 3"—Safeway, Kroger, and A&P—accounting for more than 36% of the total sales of the chains surveyed.

Upcoming Tests

An important test of the wage concession offensive will come in next year's Kroger agreements. The cap on the cost-of-living is almost certain to be a major bone of contention. With a restrictive cap that always reaches its limit, the Kroger COLA is less a hedge against inflation than part of a wage package that just doesn't keep up.

Kroger rank and filers are already making efforts to organize for a good master contract and good supplemental agreements. A meeting is scheduled for September 19 in Columbus to begin plans for the master contract. Cleveland Kroger drivers will be meeting on October 18 to begin preparations there, and then there will be a special Kroger meeting at TDU's Rank & File Convention on Oct. 31 - Nov. 1 for all divisions.

"Flex Work Week" Hits Warehousing

St. Louis Locals Give Away Work Rules at Schnucks, IGA, Central Hardware

Plenty of Teamster members in St. Louis are mad about a big give-away of working conditions which has been engineered by the leaders of Locals 688, 610, and 682. As a result, conditions in some major warehouses have been rolled back years—warehouse workers and some drivers now must work on a "flexible work week", any five days with no overtime pay for weekend work, and also no overtime—8 hours for those employees put on 4 10 hour days.

Premium pay, including double time for Sunday work, was a condition that grocery drivers fought long and hard to win. Now at two food warehouses—Schnucks and Wetterau (IGA stores)—it has been given away by union officials who perhaps are more eager to work cooperatively with management than with their own rank and file.

Many members are upset with the deal. This was discussed at a TDU meeting held on August 2, by members of the locals affected. Kroger drivers also are concerned that these give-aways will make it harder for



From St. Louis...

DAVE SPENCER, St. Louis Kroger driver, Local 610, will be at the special Kroger meeting at the Rank & File Convention.

them and others in the warehousing field to maintain and improve their working conditions.

Another meeting is planned for Saturday, October 10 in St. Louis. Rank and Filers in Locals 688, 610, and 682 who are concerned about these sellouts and want to organize to put an end to such schemes are encouraged to attend.

SECCIÓN EN ESPAÑOL

The following is a Spanish translation of information concerning the Rank & File Convention and a statement by one Spanish-speaking Teamster on why he is coming to the Convention.

Teamsters sin trabajo...empleadores exigiendo concesiones...el poder negociador de los obreros va bajandose. Y los oficiales mas altos de los Teamsters ni siguiera lo notan, mientras alzan sus propios salarios a niveles mas altos que nunca.

Ya debemos afirmarnos los Teamsters de base. De eso se trata la Convencion de Base. Como ser efectivo. Aprender de personas que lo han hecho y que lo siguen haciendo.

No importa que se trate de reformar los sindicatos locales, de ganar derechos democraticos, de luchar en contra de la erosion de los contratos o de proteger las condiciones de trabajo, TDU participa en la lucha. Y eso se discutira en la Convencion.

Se estan expirando los contratos grandes, y eso hace que esta Convencion sea aun mas importante. Alli se haran planes y se lanzaran campanas alrededor de los contratos de carga, de porteadores de carros, de UPS, de almacenistas, de Kroger, de porteadores de acero, de la industria de alimentos y otros.

En breve, si a Ud. le importan su contrato y su union, Ud. estara alli. En la Convencion de Base, del 31 de octubre al 1 de noviembre en Detroit.

Forma de registracion en la pagina 12.

TALLERES

- *Como Usar el Procedimiento de Quejas
- *Exenciones Contratuales Propatrones—?Que puede Hacer Ud.?
- *Introduccion a TDU para Teamsters Interesados
- *Sus Derechos Legales como Teamster
- *Campanas por Puestos en Uniones Locales
- Como Tratar con Calumnias en contra de TDU
- *Como Organizar para Contratos Locales y Negociaciones Colectivas
- *Como Organizar a Los No Sindicalizados.
- *Como Construir un Sucursal de TDU y Maximizar su Influencia en su



From California...

JOSE LUIS CHAVEZ, Local 912, Watsonville, Ca.

"Quisiera que mi gente sepa que nosotros tambien podemos asistir convenciones para estar mejor enterrados de los leyes laborales que existen en este pais....y asi tambien dejar de ser explotados por las propias companias. Creo yo que todos los trabajadones tenemos los mismos derechos laborales—documentados u indocumentados."

JOSE LUIS CHAVEZ, Local 912, Watsonville, Ca.

"I would like my people to know that we too can attend this convention in order to learn more deeply about the labor laws of this country and thus stop being so cheated by our own union leaders and being so exploited by our bosses. I believe all workers—documented and undocumented—have the same rights."

Region

- *Como Ser Eficaz en los Mitines de la Union
- *Participacion de Conyuges en TDU
- *Preparacion para una Audiencia Interna de la Union
- *Pensiones de los Teamsters
- *La Seguridad de los Camiones y los Derechos de los Choferes
- *Como Combatir la Discriminacion en la Union y en el Trabajo
- *Organizacion en el Taller
- *Sus Derechos Bajo la Constitucion de la IBT
- *La Arbitracion

JOIN TDU!

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

☐ I want to distribute **Convoy Dispatch**. Prices per issue are:
☐ 100-\$9 ☐ 50-\$5 ☐ 20-\$4 ☐ 10-\$3

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and IBT officials.)

"So I'm a fink?"

\$300,000 Kickback for Presser?

Jackie Presser, International Vice-President in charge of "Communications" is the International Union's PR man. He has long pushed the International's leadership to get a better 'image' by hiring professional public relations firms. Millions of our dues dollars have been spent on this effort. And Jackie Presser's star has risen in our union.

But now, the **Cleveland Plain Dealer** has charged that there is more to Jackie Presser's taste for expensive PR than meets the eye. The **Cleveland** newspaper has alleged that Jackie Presser not only promoted the idea of using expensive PR firms—but that he received a \$300,000 kickback from one of them as the 'price of doing business with the Teamsters.'

The **Plain Dealer** in front page articles on August 23, 24, and 25, states that Presser received payments of \$16,500 per month for one and a half years from Hoover-Gorin Associates, Inc., a Las Vegas public relations company hired by the IBT in August 1972.

The IBT signed a four-year contract with Hoover-Gorin for \$1.3 million per year, but this amount was reduced

when one of the PR firm's 'consultants', one Harry Haler, ran into serious legal difficulties. The IBT nevertheless continued to use the firm until about 1978.

Presser Joins "Government Conspiracy Against the IBT"?

But Haler's arrangement of the monthly kickbacks to Presser is not his only alleged service to Presser and his friends. In the same year in which the Hoover-Gorin deal was struck, Haler arranged for a meeting in Miami between Jackie and William Presser, Frank Fitzsimmons, and the IRS.

The purpose of the meeting was allegedly to provide "targets of exchange"—information on other IBT officials who were the enemies of the Pressers and Fitzsimmons. In exchange, it is charged by both **Time Magazine** and the **Plain Dealer**, the Pressers and their allies were to escape prosecution. (At the very time the meeting in Miami occurred, William Presser had just been indicted for embezzling money from Joint Council 41. The indictment was dropped for 'lack of evidence'. William Presser was also convicted of extortion



JACKIE PRESSER

—but oddly never served any time in jail).

The Pressers and Fitzsimmons are supposed to have named 5 "targets" and the IRS and Justice Dept. would allegedly pick one. The officials named are reported to have been allies of the late Jimmy Hoffa, including Saint Louis-based International Vice President Harold Gibbons.

Although **Time** reports that Fitzsimmons and the Pressers met with government agents "regularly" in

Washington, Miami, Cleveland, and Las Vegas, they were apparently not satisfied with the results of their efforts. It is alleged that they complained that their enemies in the union were still doing well while investigations continued to be directed against themselves. Finally, Fitzsimmons is said to have arranged a meeting with then President Richard Nixon and Attorney General Kleindienst in late 1972. Nixon is reported to have told Kleindienst to make sure that government investigations did not harm Fitzsimmons or his allies!

Presser concedes that he did have one meeting with IRS agents—but denies the others. In response to these charges Presser merely says, "So I'm a fink?"

While it is too late for Presser to be indicted for many of the crimes which the news media have just alleged, the U.S. Inspector General's office has indicated that it has subpoenaed the records of the Hoover-Gorin PR firm and intends to turn them over to a grand jury on Sept. 9. We can only hope that this investigation gets further than previous efforts which have reportedly ended in cover-up.

TDU Lawsuit Wins Rights for Rank and File

The Fifth Circuit of the U.S. Court of Appeals has made public what many suspected all along: that it was TDU-PROD legal action that was responsible for winning new rights for the members in the IBT Constitution when the Constitution was amended at the Las Vegas Convention in June.

The Court affirmed that it was a lawsuit brought by TDU members James Ramey and James Zembower, and argued by attorney Arthur Fox, that was responsible for the elimination of language in the Constitution which hamstrung the ability of rank and file members to speak out freely.

Specifically, Article XIX, Section 6(5) prohibited rank and filers from engaging in "abuse of fellow members and officers by written or oral communication." This section of the Constitution was dropped at the IBT Convention in Las Vegas.

But this step was taken only after Ramey and Zembower had been fined by their local union, Local 512, because they spoke out for Teamster

reform. The local also took the step of trying to expel them from the union.

Ramey and Zembower retaliated by filing suit against their local for violating their free speech rights. The International Union intervened, and reversed the local union's punishments. But Ramey and Zembower were not satisfied. They wanted to make sure that the section of the Constitution which had been the grounds for their expulsion and fine was removed once and for all.

Before the final hearing of their appeal could be heard, the IBT conveniently had the language dropped from the Constitution. Just in time. For in its decision, the Court of Appeals made it crystal clear that had the Union not acted as it did, the Court was ready to strike the language from the Constitution. In the words of the Court, "until its amendment, the IBT's constitutional provision severely limited its members' comment on union affairs so as to deprive them of LMRDA-protected speech rights."

The 47¢ Disappearing COLA

Forty seven cents is missing from your paycheck starting October 1 if you are covered by the Master Freight Agreement. And many contracts that take their lead from the freight contract will have the same 47¢ shortage.

47¢ (or 1.39¢ mileage) is what would be due under the contract, if we were getting the six-month cost of living increase that we have gotten the past two years. But we won't get it.

This is because this increase was "deferred" in the 1979 negotiations to try to conform to the 7% guidelines that President Carter had placed in effect. So that 47 cents is now

scheduled to come on April 1, 1982, along with another increase that will be due then also.

That means that on April 1, 1982, the 300,000 Teamsters covered by the freight agreement will have approximately \$1.00 an hour in back cost of living increases due.

Which will make it easier for the employers to suggest a wage freeze or tiny increase.

So if you work for a freight company, UPS, auto transporter, etc., and your boss is crying poor—tell him you already are loaning him 47¢ an hour interest-free.

How Much Will Your Pension Be?

In the May **Convoy-Dispatch** we discussed two of the factors that determine how big your pension check will be: (1) How many years you have worked, and (2) Your age when you retire.

In this article we will discuss the other two important factors that affect your pension: (3) **How Much your Employer is Paying in**, and (4) **The Type of Benefit You Choose**.

How Much Your Employer Pays In

The first thing to remember is that your benefits are based on the **agreed-upon** employer contribution rate in your contract. Whether your employer is paying in less, or not even paying at all, should not affect your pension.

The employer contribution rate set by your contract can be in dollars per hour, dollars per week, or dollars per month. In some contracts it may increase every year—and in some it may not. In the Central States Pension Fund, the employer contribution rate is set to go up every year, and the level of maximum benefits goes up yearly along with it.

Knowing about this yearly change in employer contribution rates could make a big difference in your benefits. This is because, in the Central States pension plan for example, your monthly pension benefit is set by the employer contribution rate that was in effect the **week before you retire**.

For example, say you stopped working on April 15, 1979. On that date your employer's pension fund contribution rate was \$37 per week. If you qualified for **full** monthly benefits (the "20 Year Service Pension") you might have gotten a benefit of \$550 a month. But say on May 8, 1978, your employer's contribution rate went up to \$41 per week. If you had waited to May 15 to retire you would have fallen

under the new rate. You might have qualified for a monthly benefit of \$675. Waiting 3 weeks to retire would have meant a difference of \$125 a month!

The Type of Benefit You Choose

Your Teamster Pension Plan gives you a choice of benefits when you retire. The choice you make will determine how much your monthly benefit check will be. You can choose between:

(a) **The "Lifetime" Benefit**—gives you the full monthly benefit you are entitled to, until you die. After that, payments stop. (Some plans guarantee you at least 60 months of payments. If you die before 60 months, your surviving spouse would get them).

(b) **The Joint & Survivor**—you will receive a **reduced** benefit (less than your "Lifetime" benefit) until you die. If your wife (or husband) survives you, they will get **half** the monthly benefit for the rest of their life. The amount your benefit is reduced depends on your sex (female retirees get a bigger benefit), your age at retirement (the older you are, the bigger the benefit), and your spouse's age when you retire (the younger your spouse, the smaller the benefit).

You have to be married and age 55 or older when you retire in order to collect the **Joint & Survivor** type of benefit.

TDU will soon be distributing a new book about Teamster pensions—the **Teamster Rank & File Pension Handbook**. The **Pension Handbook** will explain these factors in more detail, and also answer other questions you may have: Is my family protected in case I die or am disabled? What if my employer doesn't make the required contributions? Can I fight the pension fund if my claim is denied? Copies of the **Handbook** will be available at the Rank and File Convention.

TDU Organizing Moves Ahead!

New TDU Chapter In Stockton

A new TDU Chapter has been formed by Teamsters in Stockton California area, members of Local 601. This local is extremely large in 'peak season' for the food processing workers, which is late summer and early fall. Major food canners and the largest walnut processing plant in the US are the big employers.

The local 601 officers saw fit this year to cancel union meetings for August, September, and October, exactly the peak season months, without any vote of the members in violation of the IBT Constitution.

It's this kind of high-handed tactic that members are organizing to change. The new Chapter has had several successful public meetings and is recruiting new people to get involved. Goals have been set of winning the right to elect stewards, and to have bi-lingual union meetings to allow many Spanish speaking members to participate. Rank and File action has already won this measure in San Jose Local 679 and Watsonville

Local 912. Members of Watsonville TDU and Nor Cal TDU have been helping the new group get organized.

The new TDU Chapter is gaining credibility, and has certainly scared some people in high places. Certain persons have resorted to anonymous threats to Teamster activists, who feel this is a testimonial to their efforts.

The new Chapter hopes to have a delegation at the Rank and File Convention, despite the distance.

TDU Organizes In Local 637

On August 8 the first TDU meeting held in the area of Zanesville and Newark Ohio drew some forty members, who voted unanimously to form a TDU Chapter. Several members volunteered to serve as a temporary steering committee and get things organized.

Contract problems were discussed, especially by B&L drivers who work for a company using all sorts of tactics to get out from under the union contract. One trick used is that several fictitious "domicile points" have been invented. Members are in locals (such

as Local 20, Toledo, Oh, Local 486, Saginaw, Mich, Local 7, Kalamazoo, Mich) hundreds of miles from where they live and work. They may never have been in cities that are allegedly "domiciled" in. The whole scam has been sanctioned by certain officials, and it undercuts the superior conditions of the drivers based in Newark who work on miles-and-hours pay while the "fictitious" boards get paid on percentage.

Other problems and issues facing Local 637 members at various companies were also discussed. A delegation to the Rank and File Convention is shaping up as well as initial chapter activities.

TDU on the Move in Iowa

With the Rank & File Convention coming up, TDU meetings are planned for four Iowa areas — Dubuque, Des Moines, Cedar Rapids and the Quad Cities area on the Mississippi River — and more are in the works.

Biggest focus of this month is the

election in Quad Cities Local 371, where incumbents are opposed by the YOU ticket (You're Our Union). The YOU ticket includes a few TDU activists and other members as well, and is reportedly coming on strong.

1,000 people attended their campaign picnic on August 30, where a good time was had by all and a good collection was taken up for the campaign fund.

Meanwhile, Tom McNamara of Quad Cities TDU reports that the incumbents are on the defensive and resorting to using reprints of "U.S. Labor Party" literature slandering TDU, since they apparently do not feel they can run on their record in office.

Kroger Master Contract Rank & File Meeting

Saturday, Sept. 19—6 PM
Howard Johnson's South
Columbus, Ohio
I-71 at Stringtown Road
(Just South of I-270)

TDU MEETINGS...

BC/Yukon

Thursday, October 8th — 7:30 pm
Rio Hall, 3325 Kingsway

Charlotte, NC Area Teamsters

Sunday, September 13—7:00 PM
Holiday Inn
I-85 and Sugar Creek Rd.

Chicago Area

Sunday, September 27—1:00 PM
Holiday Inn in Lansing
17356 Torrence Ave.
(off the Torrence Ave. North Exit,
I-80/94)

Cincinnati Area

Sunday, September 20—2:00 PM
Holiday Inn
Sharon Rd. Exit off I-75

Columbus Area

Saturday, September 19—2:00 PM
Howard Johnson's South
Stringtown Rd. Exit Off I-71

Des Moines Area

Sunday, September 27—1:00 PM
Easter Lake
S.E. 52nd Ave., Des Moines

Detroit TDU Chapter Meeting

Sunday, September 27—1:00 PM
PLAV Hall, Michigan and Central

Dubuque Area

Saturday, October 10—2:00 PM
at the First National Bank

Ft. Wayne, Indiana

VFW Hall, Jim Eby Post #857
2202 West Main, Ft. Wayne
Saturday, Oct. 3—11:00 AM

Knoxville Area

Saturday, September 12—7:00 PM
Best Western Motel
N. I-75 and Merchants Rd.

Martinsville, VA Area

Saturday, September 12—2:00 PM
at Bob Quesinberry's home
903 Paul St., in Martinsville

Memphis Area

Sunday, September 27—1:00 PM
Shoney's
Elvis Presley Blvd. & Winchester

Milwaukee Area

Saturday, September 26—1:00 PM
Knutson's VFW Post
1135 West Lapham

Nashville Area

Saturday, September 26—1:00 PM
Mercury Motel
411 Murfreesboro

NY

Sunday, Sept. 27—12:30 PM
Seaman's Institute, 15 State ST.
across from Battery Park
(an educational meeting on the
NMFA)

Portland, ME Area

Saturday, September 19—9:00 AM
elks Lodge
1945 Congress St.
Portland, Maine

Quad Cities TDU

Saturday, October 10, 6:00 pm
Cedar Hall
4th & Cedar, Davenport

Staunton, VA

Saturday, September 12—7:00 PM
Holiday Inn
I-81, Exit 58, Staunton, Va.

St. Louis Area

Saturday, Oct. 10—8:00 PM
Ben Franklin Motor Hotel
4645 N. Lindbergh
(on West side of Lindbergh—North
of I-70)

Tri-Cities Area

Saturday, Sept. 12—12:00
Noon
Bonanza Steak House
East Center Street, Kingsport

Twin Cities

Tuesday Night, September 29
McGuire's Inn and Restaurant
1201 W. County Rd. E., St. Paul

West Middlesex, PA

Saturday Sept. 26—2:00 PM
W. Middlesex VFW CLUB
½ mile south of W. Middlesex on
Route 18

Winston-Salem, NC

Sunday, Sept. 13—12:00 Noon
Travel Host Motel
off Highway 52 (Near Spector)

Solidarity Day—Labor Goes to Washington

September 19 has been designated "Solidarity Day" by the AFL-CIO and almost every union will be participating in a giant labor unity rally in Washington against cut-backs in OSHA and other people-oriented programs.

Noticably absent from support is the IBT. On August 22, the TDU Steering Committee voted to support and participate in the day, so at least the

Teamster rank and file will be represented in the show of unionism.

Some TDU local chapters have gotten involved as well. For example the Southern California TDU is distributing thousands of flyers to Teamster brothers and sisters advertising the labor rally being held simultaneously on Sept. 19 in LA. Local 208 there voted to back the rally, and a local union committee was established to help build the event.

Show Your True Colors

The colorful new TDU cap is blue and white, with the TDU insignia in red, yellow and blue on the front. Printed on the front is: "MAKE OUR UNION STRONG" and "RANK AND FILE POWER".

The cap is made from tough, "breathable" nylon mesh fabric, and is fully adjustable for all sizes.

\$6.00 each

\$5.00 each on orders of 5 or more



ORDER TODAY!

Name _____
Street _____
City _____ State _____ Zip _____
Quantity _____ Amount Enclosed \$ _____

Steelhaulers to go to Washington to Fight to Save Surcharge

On September 22 the ICC will hold public hearings in Washington, D.C. on the future of the fuel surcharge. They have proposed to abolish the surcharge and roll it into the rates. This decision, which could throw thousands of steelhaulers out of work, could come into effect in a matter of weeks.

That is why the Steel Haulers Organizing Committee of TDU has issued an appeal to all steelhaulers to come to Washington D.C. to make their feelings about the surcharge known. It may be our last chance.

In addition to holding these hearings, the ICC had asked for written comments. You can write to them at the ICC, Office of Proceedings, Room 4126, 12th and Constitution Ave., N.W., Washington, D.C. 20423, or call 202-275-7639.

But letters and calls will only go so far. If you want to save the surcharge—come to Washington, September 22nd, and be heard!

The following statement was submitted to the ICC by Mel Packer, Local 800, on behalf of the Steel Haulers Organizing Committee concerning the fuel surcharge:

I and many other Teamster steelhaulers allied with the Steel Haulers

Organizing Committee (SHOC) have been busy over the past 3 weeks attempting to gauge reaction to your proposed roll-in of the Fuel Surcharge.

I must report two things to you at this time.

First, Teamster steelhaulers, along with thousands of other owner-operators, are unanimously opposed to rolling the fuel surcharge into the rates.

Second, there is a unanimous opinion among these same drivers that should such a roll-in occur, there will most likely be a national shutdown of most owner-operator units. This shutdown will be caused by a combination of anger, frustration, and an inability to operate on even a break-even profitability margin once the surcharge becomes part of the rate structure and then subject to the massive rate-cutting presently afflicting our industry.

Needless to say, such a shutdown has always in the past spilled over to a very large degree into the freight hauled on company-owned equipment and there is no reason to believe at this point that a substantial portion of such units would not once again be prevented from operating.

It should also be clear to any interested parties that such a shut-

down would have a disastrous affect on the entire business community and the national economy.

Over the past two years since the SHOC-led steelhaulers strike of April, 1979, we have had to continuously battle both our companies and our Union leadership for our full contract rights and the full monies due us.

Considering the effects of inflation, most companies are presently carrying freight at rates 10-20% below the rates of April 1979.

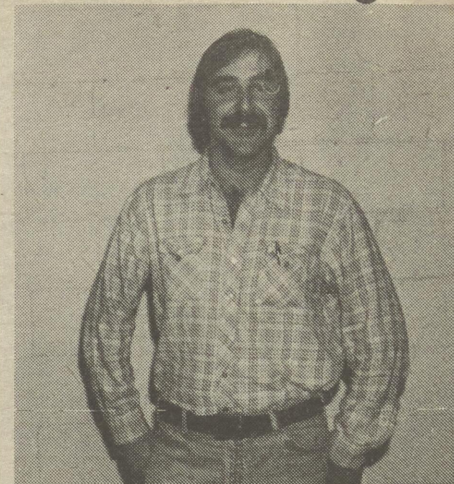
Without the fuel surcharge, most owner-operators would have been out of business long ago.

Our Union leadership has recently been attempting to "sell" us on a proposal that would allow our companies to keep a clear 50% of all future rate increases without giving either the owner-operator or the company driver his contractual % of that increase.

There is no reason to believe that such a proposal will not be carried over to the rate increase proposed in place of the fuel surcharge.

At the same time, there is little or no opposition to modifying the fuel surcharge so it is paid on a mileage basis. We all recognize that the inequity present in paying 2 or 3 times more in

From Pittsburgh...



RICH SHAGINAW, Trustee of Local 800, McNicholas Transportation, Pittsburgh, Pa.

"I am going to the Rank & File Convention to meet people from other areas who want to help organize for Rank & File power. I want to change the Teamsters Union so it works for the members and not just the so-called elected officers who get outrageous pay raises while telling members to grant relief to their employers. As an elected Trustee of the Union, I feel it's my duty to go and try to make our Union better."

fuel surcharges for a load of machinery as opposed to a load of bricks run over the same miles.

But it appears that such a modification is probably the only one that will be acceptable to owner-operators.

I urge, on behalf of the Steel Haulers Organizing Committee, that your proposal be rejected.

Pay Cut At Boutell

For years Boutell drivers from Flint Local 332, Pontiac Local 614, and Detroit Local 299 have enjoyed full-rate import backhauls out of the Port of Baltimore. There have been some complaints in the past about the dispatch procedures for Michigan drivers hauling out of Baltimore but basically it was good running. And the company made money on it.

But of course, every company would rather pay half-rate than full-rate. The problem is talking the Union (and the drivers on the rare occasions they are asked) into a wage cut. What has just happened in Flint shows how Ryder System, Inc., plans to solve this problem.

Last February management at Boutell's Flint terminal approached Local 332 and Steward Joe Hardacre to propose that Flint get all the Baltimore backhauls—thus cutting out Pontiac and Detroit Boutell drivers—but at half-rate on the short leg instead of the full-rate they have always enjoyed in the past.

Some Flint Boutell drivers were attracted to the idea of getting more backhauls out of Baltimore. But nobody wanted the wage cut. It was clear that no new traffic was coming off the rail, only a shift of loads from Pontiac and Detroit Boutell drivers to Flint drivers. Local 332 stalled the company's February proposal and it looked like the idea had fizzled out.

Nothing more was heard of the matter until June when—out of the blue—Complete Auto Transit in Flint and Local 332 Complete Steward Howard Molpus suggested another deal. Complete offered to take the Baltimore backhauls away from

Boutell, naturally at half-rate on the short leg. To Local 332's credit, they refused to sign this deal. But the Boutell drivers had been given a good scare.

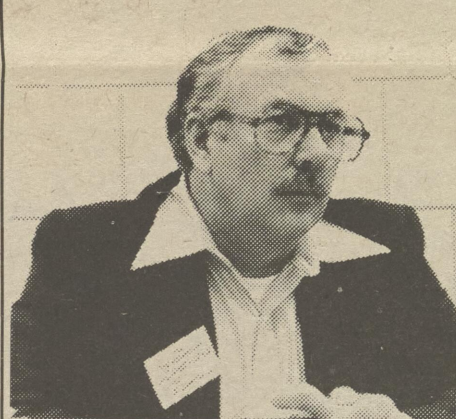
Now Boutell's Flint management felt confident enough to try again. They told their drivers Boutell could keep their old full-rate traffic out of Complete's hands if the Boutell drivers would now agree to haul it half-rate on the short leg. They didn't remind everyone that both Boutell and Complete are fully owned subsidiaries of Ryder System, Inc.

Flint Boutell Steward Joe Hardacre and his Committee argued strongly against accepting any wage cut on old full-time traffic. But Local 332 President and BA Frank Pilinyi felt he had to allow a vote to be taken. A majority of the Flint Boutell drivers had been shaken. They voted to take the wage cut by 60 to 21.

If this deal is not shut off, it will be an enormous concession to the companies and a very bad precedent for rank & file carhaulers. Pontiac and Detroit drivers will get no backhauls out of Baltimore (except an occasional overflow load) unless and until they too have to haul at half-rate. And the "competitive" zones are enormous, stretching as far from Flint out of Baltimore as Cincinnati, Indianapolis, Gary, Franklin Park (Chicago). There is no limit on splits and no provision for equalization between terminals. This deal can run no matter how many drivers are laid off.

By no stretch of the imagination does this "competitive" qualify under Article 22 of the contract. There is no new traffic from rail. There is nothing

From Wisconsin...



GIL WOZNIAK, Local 200, C&J Transport, Milwaukee, Wisconsin.

"It's been said that 'all that is necessary for evil to triumph is for good men to do nothing.' Hopefully all the good men of the Teamsters Union will be at the Rank & File Convention to help stamp out the evil that is prevalent in our International Union."

but a big wage cut for the drivers—an average \$175 cut each Baltimore round trip—and a nice profit increase for Ryder System.

But it's not too late to stop this disaster. The deal can't go before the National Competitive Review Committee until October, and its supposed to be running only now on a six month "trial" basis. Flint BA Pilinyi says he recommended against this agreement from the beginning and he will recommend that it be terminated at the end of the six month trial.

But to put a stop to this kind of wage cutting our union is going to have to get its act together. Ryder is so big it can easily try to play off the drivers at one Ryder company against another (example: Complete drivers against Boutell drivers) and one Local Union against another (example: Flint Local 332 against Pontiac Local 614 and Detroit Local 299). Unless the locals and drivers are united, all of us will lose.

6 Way Split

The long agony of the carhaulers at Car Carriers in Chicago may finally be at an end, one way or another. Few have worked since last winter when Ford replaced Teamster yard employees at the Chicago Assembly Plant with cheap labor "organized" by the Seafarers Union and Local 710 shut the gate with a militant picket line. The bulk of Ford's production has had to be railed out of the plant, even the cars for the Chicago area.

Now Ford says it is ready to return to using only Teamsters for releasing and rail work. But Car Carriers may no longer have the truckaway traffic. Several other companies have submitted bids to take over Car Carriers old business. Whoever takes over, Local 710 and the International should insist that the work go to the Car Carriers Teamsters who have always done it, with 100% respect for seniority.

Well over a year ago carhaulers who had worked for Insured Transporters out of the Fremont, California GM plant filed a lawsuit against Local 468, Insured, and Pacific Motor Trucking (PMT). PMT took over the Fremont plant truckaway operation in 1980 and bought Insured's equipment. But the Insured drivers lost their grievance at the National panel to carry their seniority over to PMT. PMT took their traffic and their trucks but the Insured drivers lost their jobs.

The Union officials and the companies tried to get a "summary judgment" stopping the lawsuit but the court ruled August 27 that the case must go to trial. The Insured drivers think they can persuade the jury they should have had the right to stay with their work.

Save Your Job And Your Union — Come to the Rank and File Convention



Main Sessions

- ★ **The '82 Contracts.** What can the rank and file do to prepare for them.
- ★ **New Leadership** for the rank and file movement. Experience the excitement of what a union should be like by participating in the democratic decision making of the rank and file movement.
- ★ **New Campaigns** to bring the rank and file movement to broader sections of our union in the year ahead.

Jurisdictional Meetings

- ★ Freight Teamsters
- ★ UPS Teamsters
- ★ Carhaulers
- ★ Food Canning Workers
- ★ Grocery Teamsters
- ★ Steelhaulers
- ★ Construction Teamsters
- ★ And Others

Workshops

- ★ Using the Grievance Procedure
- ★ Contract Relief—What You Can Do
- ★ Introduction to TDU for Interested Teamsters
- ★ Your Legal Rights as a Teamster
- ★ Campaigns for Local Union Office
- ★ Dealing with Slanders and Red Baiting of TDU
- ★ Organizing for Local Contracts and Collective Bargaining
- ★ Organizing the Unorganized/Bust the Union Busters
- ★ Building a TDU Chapter and Influence in Your Area
- ★ Being Effective at Union Meetings
- ★ Wives in TDU
- ★ Preparation for an Internal Union Hearing
- ★ Teamster Pensions
- ★ Truck Safety and Road Drivers Rights
- ★ Fighting Discrimination in the Union and on the Job
- ★ Shop Floor Organizing
- ★ Your Rights Under the IBT Constitution
- ★ Arbitration

Company Meetings

Meetings will be set up to bring together Teamsters at Roadway Express, Kroger, and other companies where requested by members.

October 31 - November 1

Teamsters out of work... employers demanding takeaways... bargaining power declining. And our top Teamster officials don't even notice as they raise their own salaries to record levels.

It's time for the rank and file Teamsters to stand up... and that's what the Rank and File Convention is all about. How to be effective. Learn from people who have done it and are doing it.

Whether it's reforming local unions, winning democratic rights, fighting contract erosion, or protecting working conditions, TDU is there. And it will be discussed at the Convention.

Experts, attorneys, and labor educators will be there. But most important, active rank and file Teamsters will be there.

The big contracts are coming up, making this Convention all the more important. This is where plans will be made and campaigns launched on the freight, carhaul, UPS, warehousing, Kroger, Steelhaul, food-processing, and other contracts.

In short, if you're concerned about your contract and your union—you'll be there. **At the Rank & File Convention, October 31 - November 1 in Detroit.**

Special Events

Friday for Early Arrivers. Labor History Tour and Slideshow of the many outstanding sites in Detroit's rich labor history, including the places where great labor organizing battles of the 30's occurred; Special Session Friday evening on WHERE IS TDU HEADED - HOW WE CAN WIN; Group Dinner; and more.

Banquet and Social Evening. Special sit-down banquet Saturday evening in Book Cadillac's elegant ballroom, cash bar, entertainment and dancing. If your spouse does not wish to attend the full convention, we encourage you to have him/her attend the banquet and Saturday evenings events.

Entertainment and Films. Special events and movies for those attending the convention. Film and videos about TDU and TDU members. Workplace footage, demonstrations, workshops, members participating in previous conventions. Also, videotapes of TDU in action at the International Convention in Las Vegas.

Saturday-Sunday: \$50 per person includes all food, Saturday banquet, coffee breaks throughout convention, entertainment, and your convention materials. Cash bar is extra.

Register Early and Save \$10. Postmark your letter before October 21 and save on your registration cost.

Additional Charge of \$13.50 for Friday pm dinner and Saturday breakfast.

Saturday only \$32 registration.

Sunday only \$18 registration.

Partial Registration fee arranged for attendance at less than full day of the convention or even for one session.

Housing. See registration form below.

Transportation. Information in next month's CD if you are flying or coming to Detroit by truck.

Please Cut & Post This Page.

Register Now... Save \$10!

Postmark your registration before October 21 and receive a \$10 reduction in registration fee (\$5 if registering for one day only). Reductions available for Teamsters and spouses only.

Name _____
 Address _____
 City _____ State _____ Zip _____
 Phone () _____ Local Union No. _____

If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration fee. (Everyone must pay full housing costs.)

Mail to: TDU, Box 10128, Detroit, Mich. 48210
 Phone: (313) 842-2600

Convention Registration		# of Persons	Total
Saturday & Sunday	50.00	_____	_____
Saturday only	32.00	_____	_____
Sunday only	18.00	_____	_____
Fri. dinner & Sat. breakfast	13.50	_____	_____

Housing Cost (includes tax)		Fri.	Sat.	Sun.
Single occupancy	33.60	☐	☐	☐
Double occupancy	42.00	☐	☐	☐
Triple occupancy	52.50	☐	☐	☐
Quad occupancy	63.00	☐	☐	☐

Childcare (costs on previous page) # of Children _____

If you are not a TDU member or if your membership has expired, **JOIN NOW.** \$20-\$25 for a year's membership and a year's subscription to CONVOY-DISPATCH.

Total amount _____
 Less reduction for early registration and, if eligible, for registration reduction due to distant travel. _____

Total amount paid _____

1981 Rank & File Convention

Teamsters for a Democratic Union

Oct. 31 & Nov. 1

Book Cadillac Hotel

Downtown Detroit
 1114 Washington Blvd.

—REGISTRATION—

Friday, Oct. 30, 6-10 pm

Saturday, Oct. 31, 8:30-10:30 am